

At its meeting held on the date of **17.02.2015** Corporate Governance Committee has reviewed the compliance of our Company with the Corporate Governance Policies, and submitted to the approval of the Board of Directors below revisions it made in our current Disclosure Policy, Profit Distribution Policy, Senior Executives Pricing Codes Policy, Donation and Grants Policy, Wage and Indemnity Policy, Share Buyback Policy, Corporate Social Responsibility Policy and Human Resources Policy.

The Board decided to acknowledge the relevant policies as attached and to issue them on KAP and internet pages of our Company

WAGES AND INDEMNITY POLICY **FOR COMPANY EMPLOYEES**

Wages Policy

Terms related to the wages policy of the company and its management have been determined and shared with the employees in the form of intracompany documentation by creating a guide for execution of these terms by their supervisors.

Issues related to the pricing policy carried out in our company are explained as headings in below articles.

Wage rises: General wage increases are given in a ratio determined by the Board of Directors by taking into consideration also the company performance and market conditions and once a year in January. Based on position changes/promotion and other grounds, changes in wages can be made apart from annual general salary increase by the decision of company management.

Payment of the wages: Amounts on which the net payment is based and which is determined by the required legal calculations and the payrolls drawn out by Human Resources and Industrial Relations Management are deposited through a secure medium into personal bank accounts opened for employees within the last business days of related month by compiling employee based lists

Payrolls that show the wage calculations in detail are delivered by signature to employees as printed copy and/or through electronic medium by the authorities of Human Resources and Industrial Relations.

Upon the request of employee, on the 15th day of every month the Company deposits in advance the amount corresponding to 25% of monthly wage of the employee to the bank account, to be deducted from the payroll at the end of the month.

Employees benefit from the additional payments that are in the nature of fringe benefits like company-funded private health insurance, private pension plan, leave allowance, holiday allowance.

Indemnity Policy

Company has determined its Personnel Indemnity Policy by taking the Labor Law number 4857 and dated 22.05.2003 as reference.

Within this framework:

Seniority Indemnity; Basing on the term of employment and wage of the personnel pursuant to the relevant terms of the law, it is paid to the Personnel qualified to receive Seniority Indemnity for his/her seniority and whose contract is terminated for the conditions stated in Law number 4857, or in case of his/her death, to his/her legal heirs,

Payment in lieu of Notice; Referring to the article 17 of law number 4857 it is paid;

a) to the personnel whose labor contract will be terminated within periods stated in law depending the seniority of the employee, by informing the dismissal notice time and also giving job seeking leave or

b) by paying the fee corresponding to the end of dismissal notice time in cash to the personnel.